



The Montana Department of Corrections Correctional Signpost

2009
No. 2



Trimmed DOC budget advances

The Department of Corrections budget, with \$13 million less than was requested, advanced to the House floor last week. The House Appropriations Committee approved the spending plan as part of the \$8.1 billion, two-year budget for all of state government.

The department budget remained largely unchanged from the version passed by the Joint Subcommittee on Judicial Branch, Law Enforcement and Justice. That panel's decisions were unanimous and bipartisan.

As it heads to the House floor for action, the DOC budget for the two years beginning July 1 contains \$357 million. That represents only an \$8.6 million (2.5 percent) increase over the current budget.

The reductions in the proposed budgets for corrections and other agencies are a result of declining government revenue forecasts related to the worsening national and state economy.

Corrections Director Mike Ferriter told the Appropriations Committee he was concerned about the effects of the smaller budget on capacity in the prison system and the ability to adequately supervise a growing probation and parole population. He also said he was worried about the re-



Hawk

quirement to leave vacant some jobs that involve direct supervision of offenders.

Ferriter urged lawmakers not to remove more money from the budget. He said he agreed with advice given by Rep. Ray Hawk, chairman of the subcommittee that reviewed the DOC budget, when he said: "I don't think we can have anything else to cut out of the budget and guarantee public safety."

Hawk, a Republican from Florence, told the Appropriations Committee that he's worried about the state of the corrections budget.

"I have concerns that there may be an increase in crime related to the current economic situation," he said. "And the possibility exists that we will see an increase in the average daily population (ADP) figures in the Department of Corrections. Should we see an increase in ADP, it may be necessary to amend this budget a little further along in the process. We may have to revisit this."



Ferriter

Ferriter assured the committee that the department understands economic conditions and the pressure that puts on legislators, state agencies and their budgets.

Although the 1.7 percent offender population growth expected in this fiscal year is the lowest in 18 years, he said that the agency faces a "significant challenge" to operate with a "maintenance-level budget" when population increases are on the horizon, he said.

The budget reduces requested funding for contracted secure care

beds by \$5.1 million. That action not only rejected the department's request for funding for an additional 60 beds, it removed funding for 165 beds already filled or approved.

The budget also doesn't contain the requested funding to hire 20 additional probation and parole staff to supervise an offender population expected to increase by 587 during the next two years.

Other major changes to the proposed budget include:

Inside...

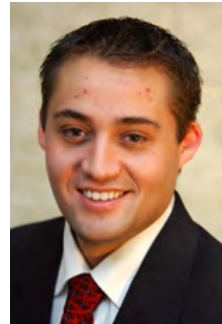
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He was referring to budget trimming that left the department without any increase in prison beds, a shortage of money to maintain all existing

Budget

FROM Page 1

- Elimination of funding for a sex offender treatment program outside of prison (\$4.9 million)
- Removal of money to place in the Great Falls Prerelease Center geriatric and elderly inmates (\$963,000)
- Postponement of adding 30 beds to the START revocation and sanction program until after mid-2010 (\$1.04 million)
- Elimination of funding for creation of a new 20-bed prerelease center on the Flathead Reservation (\$489,000)
- Removing money to cover higher rent costs in a new building for central office (\$789,000)
- Eliminated funding for an new organic farming program at Montana State Prison (\$293,000)
- Restored funding for the Juvenile Delinquency Intervention Program (\$2 million)
- Increased the daily rate paid to prerelease centers and treatment programs by 1 percent the first year and 2 percent the second year (\$1.2 million)
- Increased by 2 percent the first year and 4 percent the second year the daily rate paid Corrections Corporation of America for inmates at Crossroads Correctional Center in Shelby (\$646,000)
- Provided funding to maintain the staff transportation program for Montana State Prison employees (\$364,000)



Villa

A spokesman for the union representing correctional officers and probation-parole officers urged the Legislature to exempt those positions from the requirement that some jobs be left vacant to save money. He said such “vacancy savings” will only increase mandatory overtime in the prison and put added burden on already-overworked probation-parole officers.

Rep. Dan Villa, D-Anaconda, said he will propose that federal economic stimulus money be used to ensure that all authorized direct-care jobs can be filled. Those positions need to be fully staffed in order to ensure safety of the employees, he said.

“We’re talking about people who are dealing with the most hard-core criminals this state has,” he said.



Montana Department of Corrections Mission

The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.

DOC bills progressing in Legislature

HB 149

This bill, approved 90-5 by the House and 48-1 by the Senate, strengthens the law dealing with offender payment of court-ordered restitution to victims. It strengthens the language that requires offenders to pay restitution regardless of whether they are under state supervision and eliminates a judge’s ability to waive the administrative fee that funds the Department of Corrections restitution collection unit. It also clarifies that all offenders under supervision must pay a monthly supervisory fee. The bills next heads to the Senate floor.

HB95

This measure passed the House unanimously and was tabled in the Senate Judiciary Committee to give a mem-

ber time to work with the sponsor, Rep. Ray Hawk, on possible changes that would address committee concerns. The bill responds to a recent federal audit that prohibits the state Child Support Enforcement Division from using federal funding to help the Department of Corrections collect money from parents who have a child in an out-of-home placement. The money helps cover the cost of the placement. The bill does not change existing law, but merely transplants responsibility for collecting such contributions from the Child Support Enforcement Division in the Department of Public Health and Human Services to the Department of Corrections. Comments from some Senate committee members indicated they believed, mis-

'Dear Mom' featured DOC offenders

UM documentary wins honors

An hour-long documentary about women offenders in Montana and their relationships with family has collected national and international recognition.

The project captured the awards for "best of show" and for "best documentary" in the Broadcast Education Association competition and received a bronze medal in an international film festival this winter.

The project was produced by seniors in the Radio-Television Department at the University of Montana School of Journalism with cooperation of the Montana Department of Corrections.

The "Dear Mom" film, which aired on Montana PBS in May 2008, profiled four Montana mothers doing time in the state corrections system for crimes related to methamphetamine use and looked at the impact that has on the women's families.

The best of show award in the BEA competition declared that the film was the single best piece of student work entered.

The international awards competition recognizes "the world's best work" in informational, educational and industrial film productions.

The bronze world medal follows the grand award and gold and silver world medals. The competition involved entries from more than 30 countries and judging by hundreds of international professionals.

Sixteen students produced the film last spring. They initially visited several correctional facilities to interview women offenders and eventually narrowed the focus to four women at Montana Women's Prison in Billings, Elkhorn meth treatment center at Boulder and the Passages drug treatment program in Billings.

Sharr Schroeder of Billings, 46, was in prison for forgery and expects to be released in March. Barbara Montoya of Browning, 43, was treated at Elkhorn after a conviction for drug possession and is on conditional release through the

Cut Bank probation and parole office. Jessica Larson, 23, of Great Falls, was convicted of drug possession, treated in the Passages program and is now on parole in Great Falls. Alexandria Cobell, 33, a Seattle native, is in prison after being treated at Elkhorn.

The documentary featured interviews with the four women as well as some of their parents and children.

Associate Professor Denise Dowling and Adjunct Professor Gita Saedi-Kiely taught the documentary course, which has been offered as a capstone project for radio-television students each spring for the past 20 years.

Dowling said this was the first time the student project was entered in a film festival.

She acknowledged some surprise at the award, given the global nature of the competition.

"When you look at this particular contest, with 30 different countries represented, we knew it was outstanding work but had no idea it would perform so well on the international stage," Dowling said. "When you consider the number of films the judges looked at in the competition, it had to set itself apart somehow."

Students involved in the project included Jason Hendrickson, Belt, director; Amanda Harris, Anaconda, producer; Adam Winger, photography director and chief editor; Melanie Overcast, Chinook, producer and chief writer; Lauren Pedrick, field producer and budget coordinator; Kerry McKay, Missoula, and Ashleigh Ebert, field producers and promotions; Cody Munson, editor and music; Diego Bejarano, Bogota, Columbia, associate producer and Web site developer; Alex Krigsvold, co-editor; Chris Spencer, Billings, photos and graphics; Christine Newbill, associate producer; and Andrew Granbois, Wolf Point, editor.

More information on the project can be found at <http://www.umt.edu/dearmom/index.html>. For more information or a DVD of the documentary, call the UM Journalism School at (406) 243-4001.

Dear Mom!



Dowling

Lawmakers tour DOC programs



Paul Cory (in white shirt), executive director of the Great Falls Prerelease Center, outlines his program to legislators during a tour of the facility.

More than two dozen legislators took advantage of opportunities to tour six correctional facilities in early January. On Jan. 10, they visited the Youth Transition Centers, prerelease center and regional prison in Great Falls. On Jan. 17, a larger group toured the WATCH (DUI treatment) and START (revocation and sanction) programs at Warm Springs, as well as Montana State Prison and the newly expanded DOC Work and Re-entry Center serving inmates working in Montana Correctional Enterprises programs outside the prison.



Montana Correctional Enterprises Administrator Gayle Lambert (center, in white vest) explains her programs to legislators as they eat lunch at the Work and Re-entry Center.



ABOVE: Legislators get their first look at the expanded Work and Re-entry Center located at Montana State Prison. The facility houses inmates who work at Montana Correctional Enterprises programs outside the prison compound.



Alex Vukovich (far left), administrator of the WATCH DUI treatment program, talks with legislators at the Warm Springs facility.

BELOW: DOC Director Mike Ferriter, right, discusses the expanded Work and Re-entry Center while Montana State Prison Warden Mike Mahoney looks on.



1959 prison riot recalled

By Pat Hansen
The Montana Standard

The story of the 1959 Montana State Prison riot is not just a tale about a single event.

"It is the story about individuals and families whose lives were forever affected by incidents and decisions at the time. It affected both Deer Lodge communities – the downtown community and the prison community," said former deputy warden Jim Blodgett.

Blodgett spoke recently at the annual Powell County Museum and Arts Foundation banquet in Deer Lodge to more than 100 people, including former and current prison staff.

While growing up in Deer Lodge, Blodgett said he, like many other people who frequently drove by the prison on south Main Street, never really knew nor cared what went on behind the massive stone walls.

He began working at the prison in 1963, and was the deputy warden from 1968 to 1981. Before retirement, he served for 20 years as deputy director of the Washington state Department of Corrections.

Headlines called the three-day convict rebellion in 1959 one of the United States' most spectacular prison riots.

But, Blodgett said, the riot really began 70 years earlier when the Montana Territorial Prison was established in 1871. Throughout its history, the prison was plagued with overcrowding, insufficient funds and antiquated facilities.

Warden Frank Conley, who served from 1890 to 1921, instituted extensive inmate labor projects that kept many inmates at work constructing the prison buildings and walls as well as providing various state and community services like road building, logging and ranching.

"Conley ran a tight ship," Blodgett said, "but jobs provided inmates a way to learn a trade whether working inside the prison or on construction projects."

In 1921, the warden position became extremely political with wardens appointed by each new governor. Between 1921 and 1957, work programs that were common under Conley slowly deteriorated. For 36 years the Legislature didn't allocate money for building projects except for a new administration building, when the 1870s federal building became a firetrap, Blodgett said.

Living conditions in the prison were appalling. The 1890 cell-block housed 350 inmates. It had no running water or toilets — also true for guards in the towers.

Each cell had a bucket for water



Former prison employees talk at a recent Powell County Museum and Arts Foundation meeting. From left: Connie DeYott, who worked 20 years in food service; Don DeYott, who was captain of security when he took the last inmate from the old prison to the new facility in 1979; Gary Weer, deputy warden, 1973-1993; Jim Blodgett, deputy warden, 1968-1981; Don Best, 25 years in food service; and Cookie Best, who served five years as a dental assistant. (Photo by Pat Hansen)



The Montana Territorial Prison in Deer Lodge

Cyberspace aids state's job seekers

By McKenzie Hannan
Human Resource Specialist

The process of applying for a job in state government is a little easier.

The Department of Administration has launched a new online employment application process, and the Department of Corrections has provided access to the new feature through its home page at <http://www.cor.mt.gov/> or at the following site: <https://svc.mt.gov/stateapp/>.

The new online application creates an easier and more interactive process for job seekers and is expected to improve the quality of the applicant pools. Applicants can create an account from which they can apply for open positions, create and modify applications, and view their employment application submission history.

Gone are the days of typing an application, printing it, photocopying it, addressing an envelope, mailing it in and having to wait to hear from a department's human resource office after the application has been received.

Now candidates can type and save up to three applications online. When they see a position they are interested

in, all they have to do is click "apply online," login to their account and select the application they want to submit. They also can login to their account at any time to check the status of their applications.

As part of the new service, the Department of Administration has updated the state's job listings Web site at <https://svc.mt.gov/statejobsearch/>.

The Human Resources Division in the Corrections Department has updated its processes to work with the new online application. Job seekers having trouble using the online application process can still access paper application forms at the bottom of the DOC home page.

Beyond the convenience for job seekers and department officials, the move to online applications will significantly reduce the amount of paper being used and that will contribute to the department's efforts to be a more environmentally aware state agency.

In addition to the benefits provided to job applicants, the new online process also includes an online recruitment and selection tool to be used by human resources and hiring authorities. This will allow the division to complete all



JOBS, Page 7

Riot

FROM Page 5

and one for sewage. Mismanagement, insufficient and poorly trained guard staff, no parole system, intolerable living conditions, terrible food, idleness, no jobs and no way to make money led to inmate discontent.

The first disturbance, the "pea riot," occurred July 30, 1957, when members of the prison band refused to pick peas in the prison yard garden. On Jan. 27, 1958, convicts instigated a 24-hour sit-down demanding better conditions, food and treatment.

Finally, Gov. John Hugo Aronson consented to release Warden Burrell from his position and began a nationwide search to hire a trained penologist. Floyd Powell, of Wisconsin, accepted the warden's job in August 1958. Within weeks of taking charge, Powell summoned his friend and subordinate, 40-year-old Ted Rothe, from Wisconsin to be his deputy warden.

Powell started with a pretty good staff, Blodgett said. However, the prison was run by a con boss system (inmates

had control of the facility). Relationships between the staff and inmates were not good and resulted in high staff turnover.

On April 16, 1959, Jerry Myles, ring leader of the convicts, and accomplices Lee Smart and George Alton, seized rifles from the guard catwalks in both cellhouses. During the 36-hour riot, Deputy Warden Ted Rothe was shot and killed, and 26 prison employees and inmates were taken hostage.

The riot ended when members of the Montana National Guard fired shots from an anti-tank bazooka into tower five where the ringleaders were holed up, and Guardsmen stormed the prison and regained control.

A 50th anniversary commemoration of the riot is being planned for April. Organizers are hoping that, in addition to the general public, many who were there – prison staff, national guardsmen, former prisoners and community residents – will attend.

EDITOR'S NOTE: This article appeared in the Jan. 19 edition of The Montana Standard. Reprinted with permission.

Jobs

FROM Page 6

steps of the recruitment process online – from creating an authorization to hire and screening applications to sending out letters to candidates.

The division is testing and working with the new recruitment and selection system to ensure it operates smoothly before it is introduced to DOC hiring authorities. Once that is finished, it should speed up processing time for applications because supervisors will be able to view and screen applications instantly from their desks.

The division no longer will have to mail applications to hiring authorities across the state.

We are excited about this new process and hope to be fully virtual by the end of summer.

Sex offender limit bill rejected in committee

The House Judiciary Committee in late February killed a bill that would have allowed county commissioners to block local prerelease centers from accepting sex offenders. The panel voted 17-1 to reject House Bill 552.

At the hearing, Rep. Robert Mehlhoff, the bill's sponsor, was the only one to support the measure. The Department of Corrections, Montana Association of Counties, Montana Sex Offender Treatment Association, prerelease centers and state Board of Pardons and Parole opposed the bill.

Mehlhoff, a Great Falls Democrat, said he wanted to give county commissioners a say in sex offender placement because he believed the Corrections Department had reneged on a commitment to not put such offenders in the Great Falls Prerelease Center.

He said rehabilitation of sex offenders should take place in prison and that corrections officials and prerelease centers were not concerned about public safety. "Corrections has one job," he told the committee. "Their job is to get them out of the prison system. Then their job ends."

Mehlhoff mistakenly claimed that the department determines which offenders go to prerelease centers and that the agency can force them to accept offenders. He said local control is needed.

Kelly Speer, Facilities Program Bureau chief for Adult Community Corrections, said local control



From the Director

Mr. Perita

Department of Corrections employees have heard a lot about two topics lately – tight budgets and pressures related to our work.

Those two issues are linked and the link will become stronger in the coming months.

Corrections work, by its nature, can be stressful. We deal with a very challenging population and public safety often hangs in the balance. National and state economic problems have forced all state agencies to tighten their belts. For corrections, this means we may not have the resources necessary to do our job at the same levels as we have been accustomed to in recent years.

That predicament creates added stress and concern for us all. We will struggle to provide adequate prison space and to supervise growing caseloads in probation and parole. At current levels, throughout the department, budgets will be strained even while employees remain committed to doing the best job they can.

It will be a difficult two years.

And that's where managing pressure comes in.

I urge all employees to be aware of how they are handling the heightened pressure we will have in the coming biennium. Watch for signs of stress. Take notice of how you handle problems at work and home.

In short, take care of yourselves.

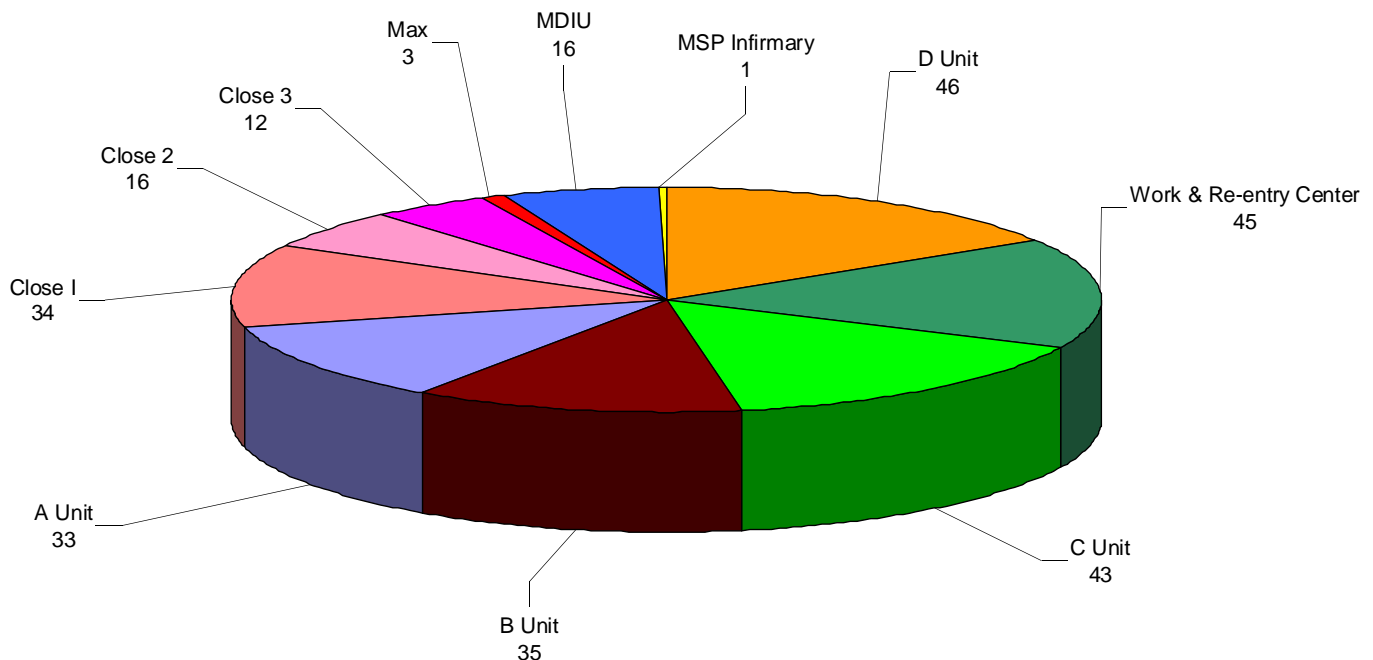
Personal wellness is not only a matter of a healthy body, it also is about a healthy state of mind. Set goals for yourself and strive to keep them. Listen to your friends and family if they tell you they are noticing unhealthy changes in your behavior, temperament and demeanor.

The work we do in corrections makes a difference in other people's lives every day. We play a role in helping offenders turn their lives around for the better.

The work we do in corrections, for all its value to society, should not take a toll on our mental and physical well-being. It should not jeopardize our wellness.

Location of MSP Inmates 50 Years and Older

January 2009



The two green-shaded areas of this chart reflect inmates living in housing units at Montana State Prison reserved for those who work in industry and vocational programs.

A third of older MSP inmates in work programs

Almost one out of every three older inmates at Montana State Prison work in industry or vocational programs operated by Montana Correctional Enterprises.

While that may be surprising to some, it isn't to Gayle Lambert, administrator of MCE. Older inmates are a big benefit to the programs operated by her division.

"They help stabilize our work force," she says. "This is their home. They keep things calm; they keep things productive. We like those long-term inmates."

"Older ones usually are spending a great portion of their lives here," Lambert explains. "Younger ones don't take real ownership of anything, which is true of any place."

A recent report by Dewey Hall, statistics and data quality manager, analyzed where male inmates 50 years or older live in Montana's prison system.

It showed that 88 of the 284 older inmates (31 percent) at the Deer Lodge prison live in either the Work and Re-entry Center or in Unit C, which are reserved for those inmates who work in MCE programs.

The 88 inmates account for about 20 percent of all inmates at least 50 years old in all Montana prisons.

The entire prison system has about 404 male inmates who have reached the half-century mark. Of those, 70 percent are at Montana State Prison, which has the most extensive medical facilities to meet the needs of aging offenders.

Another 21 percent (85) are at Crossroads Correctional Center in Shelby, 6.4 percent (26) are at the Cascade County Regional Prison in Great Falls, and 2.2 percent (9) are at Dawson County Regional Prison in Glendive.

Among those housed at the state prison, 45 are in the newly expanded Work and Re-entry Center (formerly called the work dorm) located outside the prison. Forty-three are in Unit C on the low-security side of the prison.

Another 46 are assigned to D Unit, the newest housing unit on the low side and capable of accommodating inmates with disabilities.

In all, about 71 percent of older inmates at the prison are housed in the prison's low-security side. Just three are in the maximum-security unit.

The over-49 population accounts for 18 percent of all inmates in the state. The average age of this elderly group is 57.1 years. Almost three out of every four (295) are in their 50s, nearly 23 percent (92) are in their 60s, 15 are in their 70s and two are in their 80s. The oldest inmate is 82.

Rejected

FROM Page 7

already exists in the form of community screening committees that decide whether an offender is accepted at their local prerelease center. They act as an important safeguard that makes involvement of county commissioners unnecessary, she said.

She said the department was concerned that passage of the bill will keep sex offenders out of prerelease centers, hampering the agency's ability to assist in the supervision and counseling of sex offenders as they return to the community.

"This bill will not aid us in operating your corrections system in a safe and effective manner," Speer said.

Sheryl Wood, associate director for the Montana Association of Counties, said county commissioners don't want the responsibility created by the bill. She said there is already a process in place for trained and qualified personnel to make those decisions.

Mehlhoff countered that if county commissioners consider the decision too difficult to make, they should leave office.

Curtis Thompson, a Great Falls attorney and chairman of the board of directors for the Great Falls prerelease, said the board agreed to consider accepting sex offenders from the Great Falls area. Members realized the offenders will return anyway and they should have access to the supervision available through the center, he said.

"Supervised, structured release of sex offenders significantly reduces the incidents of re-offense," he said.

American Civil Liberties Union spokesman Scott Crichton criticized the bill as one that "politicizes the best practices of correctional professionals and exacerbates the public's misunderstanding of sex offenders."

Aldrich named bureau programs manager

Mike Aldrich, who worked at the Montana Women's Prison for 12 years before becoming a probation and parole officer last year, is the new bureau programs manager for the Adult Community Corrections Division.

In that role, Aldrich will work directly for the Probation and Parole Bureau chief and will focus on bureau needs for evaluation, continuous improvement and consistency in statewide operations and programs, including contracted services.

He will work on development and review of specialized caseloads, such as those for the intensive supervision program, sex offenders and offenders with mental health and chemical dependency issues; treatment court; group facilitation, relapse prevention, DUI cases, day reporting, native offenders and female offenders.



Aldrich

This is part of the Department of Corrections effort to continue looking for best practices in dealing with offenders in this aspect of community corrections, says Ron Alsbury, bureau chief. "We'll always be looking for more effective methods of approaching the management of offenders within the community, those that have improved outcomes and are also the most cost effective."

Aldrich also will deal with the probation and parole firearms program and other use-of-force issues. He will be the liaison to Bud Walsh, lead firearms instructor, to help ensure all policies and procedures are current, adequate training is being offered, and the bureau complies with DOC policies and national training standards.

Collaborative efforts with Bill Barker, the division's training manager, will be part of the job.

"Mike will be working closely with Bill, and other duty experts, to ensure that we have orientation and training plans for our new employees -- both line staff and leaders -- from their first day on the job until their retirement from the bureau," Alsbury says. "We have a great desire to offer individualized career paths for all our employees, and offer them opportunities to grow within our bureau in as many arenas as possible."

"Professional development of our employees has not received the attention from me that it should have," Alsbury adds. "With creation of Mike's position, we should now be able to make issues like this a priority."

A native of Bozeman and former U.S. Marine, Aldrich joined the department as a correctional officer at the women's prison in 1996 and eventually became deputy warden. He retired in April 2008 and became a probation and parole officer in Helena.

Make a note!



MSP Communications Fair
May 5, 2009

Special Olympics fundraiser

DOC employees take icy plunge

LEFT: Cindy Trimp, Marti Swarens and Kara Sperle leap from the dock into the icy water of Spring Meadow Lake.



DOC employees, from left: Rhonda Schaffer, Cindy Trimp, April Grady, Kara Sperle, Marti Swarens and Lena Havron dressed in 1920s "flapper" costumes for the 2009 Passion Plunge at Helena's Spring Meadow Lake. In their Feb. 14 plunge into the frigid water, the six raised a total of \$1,631.11 for Montana Special Olympics.



Lena Havron, April Grady and Rhonda Schaffer take the plunge.



ABOVE: Mackie Glosser, daughter of Rae Forseth, and Wayne Ternes land in the cold lake. Forseth works in the DOC Training Bureau and Ternes is a former employee of the bureau. They raised a total of \$390.



LEFT: Marti Swarens, Cindy Trimp, Kara Sperle and Rhonda Schaffer warm up in a hot tub after their dip in the lake.

Photos by Bob Anez and Rae Forseth



After her plunge, Kara Sperle tries to stay warm in a blanket.

Digital radio age arrives at women's prison, Pine Hills

With the push of a button, Montana Women's Prison and Pine Hills Youth Correctional Facility entered the age of 21st century radio technology in February.

The two programs became the first Department of Corrections facilities to fully implement their new digital, interoperable radio enterprise systems.

This milestone is the culmination of more than 18 months of dedicated work and training for the prison, Pine Hills and their personnel.

"This is the first time in my tenure here at Pine Hills that I can communicate all over the area and this in itself has increased our ability to maintain public safety and the safety and security of our youth and staff," says Erv Bohlman, security supervisor at the Miles City facility.

Both organizations' staffs have the ability to immediately communicate anywhere within their facilities, with multiple outside agencies (such as local law enforcement, fire departments and disaster and emergency services operations), and during interstate travel. This capability ensures open lines of communication are maintained for day-to-day operations and during emergencies.

The new radios at the Billings prison and Pine Hills are part of a department-wide project to replace outdated communications systems for which the agency received \$2.6 million from the 2007 Legislature. The effort is part of the statewide Interoperability Montana project that will create a public safety communication system connected through a high-capacity, protected digital microwave network.

The DOC is implementing its new radio system in two phases. Activation of the equipment at the women's prison and Pine Hills is the first step in phase one. Work also is under way on extending the project to Montana State Prison, Montana Correctional Enterprises and the Treasure State Correctional Training Center, all at Deer Lodge.

Those programs are expected to be fully operational with their new systems by the end of this March. Once that is done, work will begin on phase two, which will involve deployment of portable and mobile radio units to the probation and parole staff and the Youth Services Division. The department's goal is to complete this phase by the end of April.

"So by late spring, the department will have solved the long-standing problem of communicating among multiple external and internal organizations anywhere in the state during an emergency or routine operations," says Garrett Fawaz, DOC's emergency planning and preparedness manager.

"This capability will represent the culmination of hundreds of hours of dedicated work by numerous personnel within the department, exceptional teamwork, and a truly dedicated commitment to ensure public safety and institutional safety of staff and offenders," he says.



John Baugatz, a correctional officer at Pine Hills Youth Correctional Facility, staffs the new radio console.



Mike Mansfield, correctional officer at Montana Women's Prison, operates the new radio console.



Correctional Officer Tricynda Russell operates her new digital radio at Montana Women's Prison.

Inmates see viewpoint of victims

Sally K. Hilander
Victim Programs Manager

A hundred men in matching blue shirts file into a sparsely furnished prison classroom and seat themselves in four long rows. A few seem at ease as they visit with treatment staff and one another. Most, however, keep to themselves, gazing straight ahead or studying folded hands.

They know that two DOC victim services staff are here to give them an earful.



Hilander

“How many of you guys are victims of crime?” we ask. This is not a trick question but it elicits dead silence until someone voices what others may be thinking but won’t say. “We’re all victims because we’re *here*,” the inmate remarks, convinced his answer is a no-brainer.

Uneasy laughter follows.

We have succeeded in breaking the ice in the Intensive Treatment

Units (ITUs) at Montana State Prison, but we don’t indulge this particular line of discussion for long. We have 60 minutes to deliver our crash course in victim awareness and “poor-me-I-got-caught-and-locked-up” isn’t part of our curriculum.

These inmates, who have chemical dependency and mental health issues and/or a domestic violence background, have earned their way, with clear conduct, onto the low side – the less restrictive housing units at MSP. Most have been in prison quite awhile, completed anger management, Cognitive Principles & Restructuring (sometimes referred to as criminal thinking errors), and chemical dependency treatment.

They will be leaving prison soon.

MSP treatment staff invited Linda Moodry, MSP victim information officer, and me to bring our victim impact message to the ITUs last year. The team approach works well for us. We take turns speaking, referring to a script if we lose our focus. We have anticipated questions that could lead us on a tangent, such as a debate about “victimless” crimes (probably no such a thing).

Based on crime statistics about the U.S. population as a whole, at least 15 people in the room are victims of at least one felony, but few are willing to talk about it – at least in this setting. We understand, and use this as our opener to discuss why victims often don’t come forward. These inmates seem to feel safe acknowledging that they have had friends and family killed by drunk drivers, but no one volunteers that they are victims of other crimes.

Linda and I are off and running, and some of the inmates participate. The remainder will remain in their shells.

“Most victims of crime don’t want to admit to themselves or others that they – or people they love – were beat-



Moodry

VICTIMS, Page 13

Thanks for the hard work!



Ramya Hallimysore



Rob Kersch



Leo LaSalle

The Adult Interstate Compact Unit and Adult Community Corrections Division appreciate the commitment and attention to detail shown by these employees during the transition to the Interstate Commission Offender Tracking System



Victims

FROM Page 12

en, raped, shot, stabbed, killed by a drunk driver, or lost their property in burglaries, robberies, or arson. When people become crime victims, their lives are changed forever," we tell them, emphasizing the "forever."

We talk about victim self-blame: "At least initially, victims might believe the crime was their fault. They feel embarrassed and stupid. If they'd only locked the doors, stayed home, left home sooner, left home later, taken a different route, driven faster, driven slower, gone to a different business, not let the kids ride their bicycles, worn different clothes, had his dinner ready when he came home, cleaned the house better, not called the police ... or called the police sooner."

Linda explains DOC victim services, including VINE, victim-offender dialogue, victim impact panels, and our new offender accountability letter program. We discuss

how these men have victimized their own families, especially their children. Reminders that they've hurt their loved ones are not easy to hear. We are not doing this to be cruel. We believe offenders must face the harm they have caused others in order to take responsibility and move forward.

The hour passes quickly and soon it's time to wrap up. "We cannot stress enough how profoundly victims are traumatized by crime. This loss of control and feeling of helplessness changes how people live their lives in the days, months, years after the crime...."

Inmates asked so many questions during and after our first presentation that we felt encouraged to visit the ITUs again. The second group shook our confidence because they were less willing to participate in a discussion. We are

brainstorming new and bet-

ter ways to reach our goal – help raise these inmates' awareness of how criminal behavior harms others.

Those who understand this generally are less likely to re-offend. Linda and I believe the ITUs victim impact program is a nice "fit" with the DOC mission: promote positive change in offender behavior, reintegrate offenders into the community and support victims of crime.

'We believe offenders must face the harm they have caused others in order to take responsibility and move forward.'

Accident claims life of Pine Hills officer

Steven McCollum, who was a correctional officer at Pine Hills Youth Correctional Facility since October 2007, died Feb. 22 of injuries sustained in vehicle accident the day before.



McCollum

McCollum, 41, died at a Billings hospital after his all-terrain vehicle crashed the previous afternoon.

McCollum was born in Fayetteville, N.C., to Dennis

and Erma (Betz) McCollum. He graduated from Celeste High School in Ce-

leste, Texas. He enlisted in the U.S. Army and served in the Gulf War. In 1991, he was honorably discharged and he moved to Texas where he worked as a plumber, chef and truck driver.

In 2007, he moved to Miles City and became a correctional officer at Pine Hills. He took great pride in his work and tried each day to teach the youth that they could have a life beyond those walls someday with hard work and determination.

He was a loving husband, a devoted father, and the truest of friends. His philosophy was simple; "everyone deserved respect."

McCollum is survived by his widow, Angelica Johnson-McCollum of Miles City; sons Travis McCollum of

Tacoma, Wash., and Austin Johnson of Azle, Texas; daughters Morgan Johnson of Fort Worth, Texas, and Karrin and Brittney McCollum of Miles City; mother-in-law and father-in-law Roy and Gail Johnson of Azle; brothers Jerry McCollum of Austin, Texas, and Clint and Chris McCollum, both of Greenville, Texas; sister Christina Lewis of Bellville, Ill.; and step-parents Debbie and John Sills of Commerce, Texas.

The funeral service was Feb. 27, with burial in the Eastern Montana State Veteran's Cemetery with full military honors provided by VFW Post #1579. Memorials can be made to the Steve McCollum Memorial at Stockman Bank.

DOC promotes carpooling tool

With fluctuating gas prices beginning to rise again, the Department of Corrections is encouraging all employees to use a new carpooling system available to all state workers.

The service, provided by the Department of Transportation, allows drivers to list a planned trip on state business, including the destination, date and time of departure and return, type of vehicle being used and number of occupants. It also permits state workers to search for a ride.

The program is available through the MINE site, without logging in: <http://mine.mt.gov/services/motorpool/webreservations.asp>.

The carpooling system is part of Gov. Brian Schweitzer's 20x10 Initiative, which has a goal of reducing state government energy consumption 20 percent by 2010. DOC is promoting its use through its "green team" program.

"It is my focus and ambition to adopt and ensure that we are using the best possible methods and means, by reducing the costs of energy throughout the department by 20 percent by the end of the year 2010, said Cory Purves, chairman of the DOC Green Team Committee. "Implementation of carpooling will bring us, as well as all other agencies, one step closer to achieving that goal.

"Please consider this option every time you are traveling, as it will save on fuel and maintenance costs associated with our state vehicles," he said.



Survey paints picture of MSP sex offenders

A sex offender in Montana typically comes from a fairly normal background, according to information collected at Montana State Prison, which operates the state's only inpatient sex offender treatment program.

He was most likely raised by both parents, had no family members incarcerated and was not a victim of sexual abuse. He also was employed, just as likely to be married as single, have a high school diploma or GED, and not be under any correctional supervision at the time of the sexual offense.

Those were some of the findings from a three-year collection of information from 400 sex offenders in treatment at the Deer Lodge prison, where about 32 percent of the inmates are sex offenders.

The data was compiled by Blair Hopkins, clinical services administrator at the prison. He cautioned that the data was provided by the inmates, so it accurately reflects the makeup of sex offenders only to the degree that the inmates answered questions honestly.

In addition to indicating that sex offenders more than likely have led relatively normal lives, the information indicated that the average sex offender in prison is just under 41 years old and was nearly 27 years old when committing his first sexual crime. Half of them had been committing sexual offenses for less than a year and 23 percent had a prior sexual offense as either a juvenile or adult.

Sex offenders tend to prey on the young, the study showed. Almost eight out of every 10 sex offenders indicated their primary victim was under 16. Half reported their victims were less than 13 years old.

Victims most often were known to the offenders. Only 11 percent indicated their primary victim was a stranger; 48 percent victimized a family member or some other relative; and 41 percent identified their victim as a friend or acquaintance. The average sex offender had about four victims.

In regard to their family life, 43 percent said they had been raised by both parents. Another 25 percent said they were raised by a single parent, while 21 percent said a mother and stepfather were responsible for raising them.

Seven out of every 10 said no members of their family had been behind bars and 63 percent said they had not been victims of sexual abuse themselves. Seventy-one percent had a full- or part-time job at the time of their offense and 62 percent reported holding a GED or high school diploma. Just one out of every five did not have any diploma.

Marital status was almost equally divided between single and married. Forty-two percent said they were single at the time of their crime and 40 percent were married. Only 12 percent were under supervision when they offended.

Almost four out of every 10 sex offenders (38 percent) said drug or alcohol use was related to their sexual crime.

Editorial: Bill would stop felony DUIs

EDITOR'S NOTE: The following editorial appeared in the March 2 edition of the The Billings Gazette. Reprinted with permission.

Two six-time DUI offenders were charged with seventh offenses last week in District Court and held in the Yellowstone County jail on \$15,000 bonds. Sadly, having two habitual drunken drivers arraigned the same day isn't unusual in our community.

Yellowstone County consistently has the highest number of alcohol/drug related crashes annually. In 2007, for example, 2,273 alcohol/drug-related crashes occurred in Montana and 352 happened in Billings. It's not simply the sheer number of crashes that make DUI a public safety menace; these impaired drivers are much more likely to be in the worst crashes, causing serious injury or death. According to Montana Department of Transportation data, 228 injuries and six deaths resulted from the 352 alcohol/drug related crashes in 2007.

Clearly, getting DUI drivers off the road must be a high priority. The DUI and drug treatment courts discussed in Sunday's Gazette opinion are intervening to put some misdemeanor offenders on a sober path before they become felons. What about offenders who have already been convicted of felony DUI?

Montana law makes the fourth offense a felony and mandates completion of the six-month WATCH treatment program in Warm Springs or Glendive. The program has demonstrated success with the majority of graduates having no further DUI arrests. However, a



loophole in the law has allowed some of the worst offenders to avoid treatment.

Rep. Mike Menahan, D-Helena, a deputy county attorney who has prosecuted felony DUIs for more than a dozen years, has proposed House Bill 216 as a solution. The bill would increase the maximum penalty for felony DUI from 13 months in custody to three years. Such a

change would provide judges discretion to make the penalty fit the crime of subsequent felonies. Most importantly, having sentencing discretion would allow judges to ensure that of-

fenders have enough time in Department of Corrections custody to complete the six-month treatment program, which some offenders have failed to do.

After receiving second reading House approval on a 75-25 vote, HB216 is now in the hands of the House Appropriations Committee because its fiscal note shows costs of more prison time starting three or four years from now. Menahan questions whether his proposal would cost as much as the fiscal note estimates, because he expects the DOC would be likely to detain DUI convicts at prerelease or sanction centers that cost less to operate than state prisons. Furthermore, the fiscal note from the governor's budget office projects that HB216 would cost the general fund only \$16,000 in the upcoming biennium.

That's a small price to pay for an extra measure of public safety.

"Given that the WATCH (program) reduces recidivism, I think everyone should go," Menahan said.

We agree and urge all legislators to support HB216.

Bills

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takenly, that the bill created new collections methods not already available to some state agencies.

SB96

This bill, which passed the Senate without a dissenting vote and was endorsed by the House Judiciary Committee 12-6, revises pre-sentence investigation statutes. It applies to offenders who have raised mental disorder during the criminal justice process, been convicted as guilty but mentally ill and is sentenced to the Department of Public Health and Human Services. This revision requires that a judge not

waive the mental evaluation, as permitted now. It also requires that an evaluation include recommendations about the proper care, custody and treatment of an offender -- not simply a diagnosis of mental illness. The goal of this revision is to limit the number of inappropriate admissions to Montana State Hospital or other mental health facilities when the custody and security needs of the offender exceed the capacity of a health care facility or program.

SB84

This bill, which passed the Senate 47-1, corrects confusing, overlapping, outdated, and contradictory statutes that govern Montana Correctional Enterprises operations. It gives the division flexibility in spending room-and-board payments collected from inmates and adds to the laws a description of MCE's scope and purpose. The House Business and Labor Committee had a March 11 hearing on the bill.



Budget analyst sees wellness as lifestyle

By Bob Anez
Communications Director

A year ago, April Grady wrote down a goal – to run a marathon in 2010. She’s already a year ahead of schedule.

Grady, a budget analyst for community corrections, plans to run the 26-mile race in Newport, Ore., at the end of May, and it’s as natural a goal as she could have.

Grady, 34, has been long-distance running since eighth grade and a marathon just makes sense.

“It’s the ultimate challenge for a runner,” she says. “I’d rather run than do any other form of exercise.”

Grady, a seven-year Department of Corrections employee, is more than a runner, though. She has shaped her life around the theme of wellness, from her physical regimen to the food she eats. She has become an ambassador for a wellness lifestyle in the department’s central office, from nudging her co-workers to visit the gym more often to promoting good diet and exercise through a regular column in the DOC newsletter.

Grady’s also working on getting her family to eat wiser too.

“Eating right is important because you feel so much better,” she says. “It’s cheaper to buy your own ingredients and make something, than to buy prepared foods. You have more energy without a big, unhealthy meal.”

Grady’s view of the world meshes well with the department wellness initiative that has been under way for about a year. The goal is make employees more conscious of unhealthy lifestyles and how to abandon those for exercise, improved diet and reduced stress.

Kara Sperle, DOC’s Budget and Program Planning Bureau chief, says Grady’s philosophy and commitment have affected her life.

“Having people who are fit and healthy helps,” she says. “She inspires me to run. She always brings healthy tips to work. She’s inspired us to be more conscious of what you put in your body.”

While Grady recognizes she may be seen as a role model by colleagues, her true passion remains the simple act of running.

A Wisconsin native, she began running cross-country races in junior high and continued through high school, branching out to two-mile races and the mile relay. She was captain of her high school track team as a sophomore and junior.

“I always liked being outside and the feeling of being strong,” Grady says. “I like the challenge of seeing how far I can push myself.”



April Grady rounds a corner during a half-marathon in Missoula last year.

DOC-DPHHS effort draws national eye

An innovative collaboration between the Montana Department of Corrections and the Department of Public Health and Human Services is drawing national attention.

The National Leadership Forum on Behavioral Health/Criminal Justice Services invited Deb Matteucci, the behavioral health program facilitator for both agencies, to outline her role during the group's February meeting in Washington, D.C.

She explained the position was created as the two departments began discussions about a shared population: offenders with mental illness.

They agreed that this population was not only one they shared, but also one that needed some specialized and targeted services. In July 2006, the two departments created the facilitator's position to serve as a liaison between the agencies specific to this target population of offenders.

Matteucci talked about the state's experience with the unique position, and how well it has worked in bridging traditional gaps between state agencies.

"They recognized our state as having an innovative and effective program to serve justice-involved individuals with mental illness, and determined that this collaborative approach is one that every state in the nation should consider," Matteucci says.

In June 2009, the National Leadership Forum will announce three recommendations that can be adopted at the local, state and federal levels.

The National Council for Community Behavioral Healthcare and the National GAINS Center for People with Co-occurring Disorders in the Justice System first convened the National Leadership Forum in February 2008.

The step was taken in response to one of the most common and often overlooked barriers to success – the lack of accessible, quality and appropriate services that will help individuals remain and succeed in the community.

Membership includes public defenders, judges, providers, policymakers, advocates, veteran's groups, housing and employment providers, and consumers. The objective is to go beyond research, reports and updates, and to provide specific recommendations for immediate implementation.

Local programs are encouraged to adopt core services including intensive case management, supportive housing, informed interventions, and accessible and appropriate medications.

At the state level, the recommendation creates collaborations charged with removing barriers and creating incentives and projects similar to Montana's facilitator. Federal agencies are asked to work through a central advocate for several agencies serving the multiple needs of people with mental and substance use disorders.

"The collaborative efforts have been recognized on a national scale and the dedication and work of the many professionals serving this challenging and vulnerable population is worthy of praise," says Corrections Director Mike Ferriter. "Thank you to each of you."

Analyst

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After moving with her family to Montana as a junior, she stopped running competitively but never gave up the pastime.

As a wife and a mother of two young children – Emery, 4, and Lillian, 3 – Grady manages to maintain a fairly busy running and exercise schedule.

On Monday, she starts the day with yoga and on Tuesday she spends 20 minutes in strength training in the morning and then logs a three-mile run after work. Wednesday is limited to another 20-minute workout, but Thursdays features a seven-mile run and strength training. Friday is more strength training with weights; Saturday is her day off. The new week starts with a 14-mile run on Sunday.

The weekday runs usually are on a treadmill; Sunday is outdoors.

"My family is really flexible, allowing me to do my long runs," Grady says "The kids hang around me when I'm on

the treadmill and they're always asking when they can run a race with me."

She ran a half-marathon in Missoula last summer and finished in under two hours.

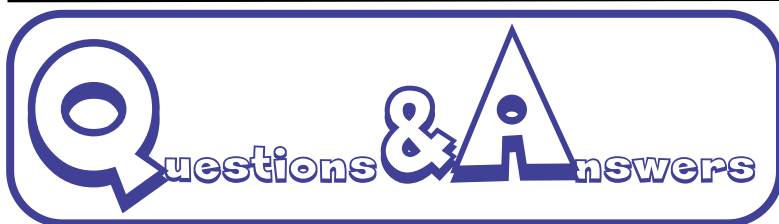
Grady acknowledges she's "always preaching" wellness to her co-workers, but she realizes that running isn't for everyone. She says individuals should decide what best fits them and then pursue that with milestones in mind.

"Set a goal and make it part of your daily routine," she says.

She cautions against common mistakes, such as trying to do too much too soon. "If it's excessive, if it's overkill, you have a greater chance of quitting. Do it in increments, rather than all at once."

Also, she says, a person should buy quality equipment for whatever exercise they choose, but that top-of-the-line, high-priced items are not always necessary.

For now, Grady is content with chasing her dream of running a full marathon and, if others in her life choose to see her as a role model and embrace the notion of wellness, all the better.



PREA

What is PREA?

The Prison Rape Elimination Act, which was signed into law by President Bush on Sept. 4, 2003

What is the purpose of PREA?

PREA is intended to address the detection, prevention, reduction and prosecution of all sexual assault in all correctional facilities in the country.

To what facilities does PREA apply?

Prisons, jails, police lock-ups, juvenile facilities, immigration detention centers, court holding facilities and community corrections (home monitoring, probation, parole, half-way houses)

What constitutes staff sexual misconduct with offenders?

Staff sexual misconduct with offenders is generally defined as any behavior or act of a sexual nature by:

- *a correctional employee (sworn or civilian, managers, administrators, supervisors, line officers, supervisors of offenders on work release)*
- *a contractor*
- *a food service employee*
- *a maintenance worker*
- *a volunteer*
- *a medical or mental health staff member (clinical staff and counselors)*
- *a member of the clergy*
- *vendors*
- *youth workers*
- *teachers*

Are offenders the only potential victims of sexual misconduct under PREA?

No. Sexual misconduct can target not only a person under the care or custody of any correctional authority, but also offender's family members and any other person who has official contact with the department on behalf of offenders (lawyers, social workers, mental health professionals or victim advocates).

What are the possible dispositions of PREA reports?

Substantiated reports are those where an investigation determined an incident did occur. Unsubstantiated reports are those where evidence was insufficient to make a final determination an incident occurred. Unfounded reports are

those where an incident was determined through investigation as not having occurred.

How much of a problem is sexual assault within the Montana Department of Corrections?

In 2008, there were 32 reports of staff-on-inmate incidents. Six were substantiated and referred for prosecution, 11 were unsubstantiated, 3 were unfounded and 12 investigations are ongoing. There were 58 reports of inmate-on-inmate incidents. Twenty were substantiated, 22 were unsubstantiated, 3 were unfounded and 13 investigations are ongoing.

What does the federal law require of each state?

At this time, PREA actually mandates very little other than data collection until PREA standards are published. It is anticipated that the final report on PREA standards developed by the National Prison Rape Elimination Act Commission will be released to the U.S. attorney general. PREA requires the attorney general, within one year of receiving the commission's report, to publish a final rule adopting national standards for the detection, prevention, reduction and punishment of prison rape.

What happens if Montana doesn't comply with PREA requirements?

Montana could face a 5 percent reduction in federal criminal justice funding for each year the state is not in compliance.

What is the Department of Corrections doing to implement PREA in Montana?

The department has a zero-tolerance policy relating to the sexual assault/rape of offenders and recognizes those offenders as crime victims. The department immediately responds to allegations, fully investigates reported incidents, pursues disciplinary action, and refers for investigation and prosecution those who commit such crimes.

Who leads the PREA effort within the department?

While all employees are responsible for ensuring compliance with PREA, the agency has two employees dedicated to the program. The PREA coordinator is responsible for monitoring compliance with the federal law and department

PREA

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sexual assault policies in department and contracted facilities and programs, and supervises the PREA investigator. The PREA investigator, a sworn law enforcement officer, is responsible for the investigation of sexual misconduct allegations in department and contracted facilities and programs, including violations of policies or rules, offender appeals, discipline and staff misconduct.

How is DOC attempting to educate offenders and staff about PREA?

In addition to implementing policies, the department requires every offender and employee to attend training on preventing sexual harassment, sexual assault and inappropriate relationships between staff and offenders. As of December 2008, more than 3,500 staff and 7,200 offenders had completed PREA-related training.

Who determines whether a state is in compliance?

The U.S. attorney general will verify a state's compliance with PREA standards after the governor certifies annually that his or her state is in compliance with the standards and has drafted an action plan to achieve full compliance with the standards. In order for such certification to be meaningful, a competent auditor must conclude that the state has met these standards or has a plan to meet these standards and, most importantly, that offenders are safe from all forms of sexual abuse.

What is the cost of implementing PREA in Montana?

The department uses \$442,664 in state funds and a \$442,364 federal grant from the Protecting Inmates, Safe-guarding Communities grant program administered by the U.S. Department of Justice's Bureau of Justice Assistance. These funds covered all personnel and operating costs for PREA implementation and will expire June 30, 2009. No federal appropriations have been made to continue this funding. The department has submitted a STOP Violence Against Women Act (VAWA) grant application to continue funding through June 30, 2010.

Is the PREA program working with other organizations in its efforts?

Currently DOC partners with the Missoula YWCA, which provides a sexual assault reporting hotline for inmates housed at Montana State Prison. The department plans to eventually implement this hotline throughout the agency.

How do we know whether PREA is having an effect?

Department data indicates an increase in reported cases since the implementation of the PREA unit. This increase reflects the department's effort to provide a means for investigating all allegations of offender-on-offender and staff-on-offender sexual misconduct. The increase in reporting demonstrates that offenders and staff are more willing and feel safe to report sexual misconduct incidents. Reporting allows the department to actively investigate and refer cases for prosecution when necessary.

What is the biggest challenge in implementing PREA programs?

The "code of silence." This refers to the unwillingness of staff and/or inmates to talk openly about incidents of an illegal, unethical or questionable nature. Staff and inmates may refuse to cooperate in an investigation of critical events – such as an allegation of sexual misconduct – in order to protect fellow staff members or in the case of inmate-on-inmate, other inmates. Most staff members and inmates would rather risk discipline and continued violence than violate the code of silence within the correctional community and inmate population. This silence protects wrongdoers.

What should someone do if they suspect a sexual assault has occurred in a correctional facility?

Report it to a supervisor, administrator, human resources official or the PREA unit.

What is the penalty for not reporting a suspected sexual assault in a correctional facility?

A department employee or volunteer who fails to report an allegation of sexual misconduct, or coerces or threatens another person to submit inaccurate, incomplete or untruthful information with the intent to alter a report, may face disciplinary action, up to and including dismissal, even on a first offense.

How can the department's PREA officials be contacted?

Megan Bowker
PREA Coordinator
mbowker@mt.gov
406-444-1547

Richard Collins
PREA Investigator
Rcollins2@mt.gov
406-329-1440



Bowker

Report describes average DOC worker

By Bob Anez
Communications Director

A new report provides a fresh snapshot of the state work force and where the Department of Corrections stands in relation to other agencies.

The average corrections employee has worked in state government for 10 years. Employees in 18 of the 26 executive branch agencies included in the report have longer average years of service. The average for all state employees is 10.9 years. The Public Service Commission (PSC) tops the list with its employees averaging almost 16 years; the commissioner of political practices office is the lowest at just under four years.

The average age of corrections employees is 45, slightly below the government-wide average of 46.4 years. The eldest work force is at the PSC and Montana Arts Council, where the average age is 52. The youngest employees are at political practices, with an average age of 31.

Corrections has the fifth-highest turnover rate among departments, at 16.7 percent in fiscal year 2008. The statewide average was 13 percent. The School for the Deaf and Blind in Great Falls has the highest rate at nearly 43 percent; political practices, the arts council and Board of Public Education experienced no turnover last year.

The department is the third-largest state agency with 1,276 employees, according to the report by the state Human Resources Division in the Department of Administration. The Department of Public Health and Human Services is the biggest agency with 2,799 employees and the Department of Transportation has 2,009 employees. The smallest agency is the political practices office with four workers.

The annual report focuses on the 11,559 executive branch employees and does not include the university system.

It showed that corrections has one of the highest rates of unionization, with 68.3 percent of workers represented by organized labor. The Office of Public Instruction tops this list with about 89 percent of its employees in unions and Transportation is a close second at 86 percent.

The Montana Public Employees Association has the largest representation, with 3,166 state executive branch employees as members. MEA-MFT represents 2,041 employees and the American Federation of State, County and Municipal Employees represents 810.

The report also shows that slightly more than half of executive branch employees are classified as "professionals." Technicians account for 16 percent and protective service workers, which include correctional officers, make up 8 percent.

The remaining 25 percent of employees are skilled craft, officials, administrators, support staff, paraprofessionals, and service and maintenance workers.

Retirement of state workers will become a major issue in the years to come, the report warns. In 2004, about 36 percent of employees were eligible for full or partial retirement. During the next 10 years, that figure will jump to 89 percent.

The report says state government can expect to have problems recruiting for its "core professional occupations," which include positions in administrative services, information technology, engineering, medical and social services.

The state government work force generally is an older one than that found throughout Mon-

tana. Forty-seven percent of executive branch employees are baby boomers (49-65 years old) and generation X (29-48 years old) accounts for 44 percent. Only 6.6 percent are generation Y workers (16-28 years old).

In contrast, almost a fourth (23 percent) of Montana's total work force is the younger generation Y.

The diversity of the state work force varies from Montana's overall work force. About 2.2 percent of executive branch employees are native American, compared with 5.5 percent statewide. Other minorities account for 1.8 percent of state workers, compared with 2.8 percent throughout the state.

Across all but one occupational category, men make more money than women, the report indicated. The lone exception is administrative support, where women hold about 85 percent of the jobs.

Not surprisingly, the bulk of state employees are concentrated in the capital. Forty-one percent of those working in the executive branch live in Lewis and Clark County. Yellowstone County, the state's most populous, ranks second with 860 employees, and Missoula, with the second largest population, is third with 781 employees.

Silver Bow County, Deer Lodge and Powell County, which are home to most Montana State Prison workers, account for 760, 739 and 470 state employees, respectively.



Sex offender therapists visit victims council

By Sally Hilander
Victim Programs Manager

A persistent theme of Department of Corrections Crime Victims Advisory Council meetings in recent years has been sex offenders – untreatable, sure to victimize again, too risky for community placement, and assigned a lenient risk level by an offender-friendly therapist who doesn't understand victim concerns.

Some sex offenders might fit this description, but council members realize they might be stereotyping, so they invited Montana Sex Offender Treatment Association (MSOTA) representatives to attend their January meeting in Helena.

Andy Hudak of Whitefish, MSOTA co-founder, joined Montana State Prison sex offender therapists Chris Nordstrom, Sam Griffel and Blair Hopkins (all MSOTA members) to dispel myths and answer difficult questions from council members.

The result was a lively exchange of information, in which MSOTA learned the rationale behind victim concerns and the council got a more accurate view of sex offenders, therapists and treatment options.

Rick Deady, DOC treatment contract program manager, explained the department's proposed 116-bed treatment facility for lower-risk sex offenders. Two Rivers Authority in Hardin submitted the only proposal to provide the services at its detention center that is in search of customers. So far, the Legislature has decided not to fund the sex offender proposal.

Sex offender therapists struggle with being labeled, Hudak said. Victims and the public tend to see them as "apologists" who accept excuses from sex offenders, some of whom are vic-



Andy Hudak (center), co-founder of the Montana Sex Offender Treatment Association, talks with members of the Crime Victims Advisory Council.

tims of childhood sexual abuse themselves.

Defense attorneys view therapists as "treatment Nazis," he said.

Neither is correct, according to the MSOTA team. The 16 clinical members who treat adult sex offenders in Montana communities strive to preserve public safety and allow sex offenders who complete the full range of available treatment to demonstrate they can live in the community without creating more victims.

Courts may order sex offender treatment as a sentencing condition in cases of sexual assault, rape or incest. The Board of Pardons and Parole may require participation as a condition of parole eligibility.

Treatment consists of an introductory phase, which is informational and does not require offenders to admit their guilt. Based on pre- or post-sentence evaluations, some offenders must complete Phase I even if they are not actually convicted of a sex crime. Phase II requires disclosure, which is problematic for offenders who refuse to admit their crimes. Phase III is an aftercare program that includes counseling for a least a year and sometimes for life.

Sex offenders are assigned tier designations from 1 (low risk to re-offend) to 3. Levels are based on criminal his-

tory, treatment, testing and other factors that define potential to re-offend. When assigning a tier, licensed therapists "err on the side of caution," assigning the more restrictive tier to an offender who tests between a 1 and a 2, Hudak said. Tier designations can change with treatment and time.

The advisory council learned that sex offender treatment does work. In the past two decades, Hudak said, about 2 percent of sex offenders in Montana who completed all phases of sex offender treatment committed another sex crime. Sixty-five percent leave prison without completing treatment.

The next council meeting will focus on notification to victims whose offenders are found guilty but mentally ill (GBMI), and the responsibilities of DOC and the Department of Public Health and Human Services to supervise and manage them.

The meeting is from 9 a.m. to noon April 27 in the DOC annex. All meetings are public and posted in advance on the DOC website at www.cor.mt.gov and the state e-calendar.

Corrections Director Mike Ferriter appoints the 14 council members to two-year terms.



Spirituality

behind bars

Inmates at the Montana Women's Prison partake in a sweat lodge ceremony on the prison grounds. (Photos by James Woodcock, The Billings Gazette)

**By Diane Cochran
The Billings Gazette**

For those who are looking, there is an entrance to the sacred red road from inside the Montana Women's Prison.

It's through the corner of a narrow, barren courtyard where, a few times a year, inmates erect a traditional sweat lodge and hold American Indian prayer ceremonies.

"It's the Native American way for church," said inmate Tiffanie Fitzpatrick, a member of the Crow Tribe.

"It's good for us in here to do it because some of us don't believe in the regular church services they have here. For us, it's the way we were brought up."

With the help of community members who provide supplies and lead prayer rounds, the prison began permitting inmates to hold sweats last year.

"We allow every other religious group to come into the prison," said Annamae Siegfried-Derrick, the facility's operations manager.

About 27 percent of the prison's inmates identify as American Indian, Siegfried-Derrick said. American Indians make up only about 6 percent of Montana's general population.

Ceremonies held in the makeshift sweat lodge are not limited to inmates with native heritage.

"It's unity," said inmate Alverna Plentyhawk, who is also a member of the Crow Tribe.

"We ask people to come. Anyone can come, any color. We're learning other cultures."

Because women of different tribal backgrounds

participate in the sweats, the ceremonies are a mishmash of cultural traditions. During a recent sweat, non-inmates with ties to the Crow, Cheyenne and Fort Belknap reservations led prayers.

"We've incorporated bits and pieces of all the tribes," Siegfried-Derrick said. "We've made it interdenominational, basically."

Thirty-five women joined one of four sweats held that chilly February day. One of them was Teri Gonzalez.

"For me, the Native Americans have introduced me to a way that I have a higher power now – the creator," said Gonzalez, who is of Hispanic origin. "I was lost. I thought I could do the world by myself."

"I have somebody I can hand it to now," she said.

Sweats at the prison consist of four rounds of prayer held over steaming rocks inside the sweat lodge.

The rocks, usually granite or lava, are heated in a fire pit outside the lodge. Water is poured over them inside the lodge to create a cleansing steam.

The sweat lodge itself is made from blankets draped over a skeleton of willow branches.

Prayer leaders, who are not inmates, are known as healing women, medicine women or pipe carriers depending on the traditional role bestowed on them by their tribes.

Most of the prayers they lead are songs, and sweat participants are encouraged to sing along. A sweat's four prayer rounds are separated by a ceremonial opening of the sweat lodge door.

Sweat lodge

FROM Page 22

During a sweat, women pray for any number of things, including help with their addictions, solace for their guilt and guidance for a way into the future.

That's where the red road comes in. In American Indian culture, the path to a healthy, balanced life is known as the red road.

"I think most of us are pretty broken when we get here," said inmate Sharr Schroeder, who has adopted American Indian traditions since being incarcerated.

"Spirituality is really important, especially when you're in a place like this where you need to heal.

"It is so purifying and so healing," Schroeder said of a sweat. "I want to be on that red road of a different life."

EDITOR'S NOTE: This article appeared in the March 1 edition of The Billings Gazette. Reprinted with permission.

ABOVE: Montana Women's Prison inmate Terri Gonzales reflects outside the sweat lodge set up on the prison grounds.

RIGHT: Montana Women's Prison inmates, from left, Terri Gonzales, Alverna Plentyhawk, and Tiffanie Fitzpatrick sing and drum as fellow inmates partake in a sweat lodge ceremony on the prison grounds.



MSP's construction projects making progress

Montana State Prison has several construction projects under way or just finished.

The Work and Re-entry Center was completed and opened in early January. The \$2.5 million project expanded the former work dorm from 84 beds to 182.

Bids for expansion of the canteen and warehouse are due March 19. This \$700,000 project will replace warehouse capacity lost in an August 2007 fire and will move the canteen to a separate building to allow for more warehouse storage. Prison officials hope to have the work completed and the new buildings in use by late summer or early fall.

Initial design is complete on small expansions of the maximum-security building and Close III, which are both locked housing units. The additions will improve food distribution and provide storage and offices, as well as a visiting area in Close III.

Part of the \$1.2 million project involves new security door control panels in the high-side and locked housing units. Installation of an elevator in the laundry/vocation educational building on the high side to provide disability access also is planned.

A \$1.6 million expansion of food storage and preparation area also is in the design stage for the food factory and warehouse.

The work will include larger freezers and coolers and additional area for food preparation, tray line, storage and distribution. If adequate funding is available, the project could include moving the bakery from the high-side kitchen to the food factory building.

Work also continues on perimeter fencing, including replacement of razor wire.

MSU-Billings, MCE work together

Women offenders get taste of college

Dr. Karen Heikel, dean of MSU-Billings College of Professional Studies and Lifelong Development, shook the hands of 21 Montana Women's Prison inmates enrolled in the school's Pathways to Self Sufficiency Program as she handed them certificates.

The women had just completed a work skills class, the first of 10 courses they will attend over the next seven months. All are designed to prepare them for either livable wage jobs or for pursuing higher education upon release from the Billings prison.

During the same week, women at the Passages prerelease center were halfway through a family economics and financial education course, and just beginning a construction class taught by Cleo Sutton, a MSU-B College of Technology instructor.

Throughout February, the Passages women hung dry-wall, taped and "mudded" walls, and painted the finished room of a demonstration modular home at the college of technology. One month earlier, three Passages students completed a course in welding, also offered at the college.

The pathways curriculum, designed with input from local employers, began in 2008 with a \$450,000 federal grant. A joint effort of the Billings campus and Montana Correctional Enterprises, the program expects to receive another \$350,000 this fall.

The program celebrates both short and long-term successes. The women "graduate" and receive certificates for each course they complete. Those who complete the entire

curriculum are designated "ready to work," and will be fast tracked for employment by an advisory committee of local employers.

Students will receive specialized job-readiness training in fields that are traditionally dominated by men, such as construction and welding, as well as more mainstream coursework in math, writing, study skills and technology.



Classes in "soft" work skills – workplace communication, career exploration and conducting a job search – round out the curriculum.

Women who begin the program while in prison can continue at Passages. Those who are released from Passages may choose to continue their coursework. Plans for providing transitional services to the students are in the works, as all of the participants are scheduled for release in the next 12 months.

Comments from the work skills graduates on their course evaluations are a good measure of the initial success of the program.

"I very much appreciate these classes that are offered to better our lives," said one. "I always felt school wasn't for me, but after this class I'm really thinking about going to college. Thank you so much!" said another.

Report analyzes corrections populations

A national report issued in early March found that one in every 44 adults was in some kind of correctional program in Montana at the end of 2007, although that conclusion did not paint an accurate picture of the state correctional system.

The Pew Charitable Trusts report covered the populations under federal, state or local "correctional control." Included in the figures were Montana offenders serving time in federal prison or on federal probation and those in county jails for misdemeanors.

Considering just the 12,881 offenders under jurisdiction of the Corrections Department, the ratio was one out of every 58 adults.

As 2007 came to a close, the department had 2,574 offenders – or 20 percent of the total offender population – in prison. The Pew report said the state had 2,940 offenders in prison, but that number included those in a variety of other programs, including the felony DUI, drug and meth treatment centers, boot camp and prerelease centers.

The report also discussed corrections funding, although it focused only on spending by the state and did not include references to federal or local funding. It said that the state spent 8.6 percent of its total general fund budget on corrections during fiscal year 2008. For every dollar spent on prisons, the

state spent 18 cents on probation and parole, the report said.

Nationally, the study found, one out of every 31 adults is under some sort of correctional control.

By that measure, only 12 states had a better rate than did Montana at one in every 44. Georgia had the worst rate at one in every 13 adults and New Hampshire had the best rate with 1 in every 88 adults under correctional control.

Aside from the statistics, the report discussed at length the need for states to increase spending on probation and parole as a less expensive means of managing the rising offender popula-

Report

FROM Page 24

tions. On average, the states spend nine out of every 10 corrections dollars on prisons, it said.

"Probation and parole, the dominant community corrections programs, have had larger population growth than prisons, but far smaller budget growth," the report found.

If policymakers want to see better results in corrections, it said, "they will have to invest in the overburdened system of community corrections."

Corrections Director Mike Ferriter noted Montana already is doing that.

Between 2006 and 2008, the share of the state corrections budget going to community corrections programs increased from 25 percent to 33 percent, he said. At the same time, the budget portion for prisons shrunk from 48.6 percent to 42.5 percent.

"The department, with the support of Gov. Schweitzer and the Legislature, has a history of redirecting money to community corrections," Ferriter said. "We agree with the recommendations in the Pew report and the fact is that Montana has been a leader in increasing reliance on community corrections as a tool to reduce recidivism."

"This state has made a concerted effort to control the growth in the prison population, provide programs that meet the individualized needs of offenders, and expand probation and parole staff to ensure adequate supervision of offenders in our communities," he added.

Ferriter noted that the 2007 Legislature authorized the department to hire 37 additional probation and parole staff and to open a new prerelease center in Northwest Montana.

The department already has embraced other recommendations mentioned in the report, including assessment of offenders, use of intervention programs and electronic monitoring, and measuring its progress, he said.

"If these are the innovative ideas coming from national correctional experts, then Montanans can be proud to be at the forefront," Ferriter said.

Legal Brief



By Diana Koch
Chief Legal Counsel

The statutory basis for credit for time served is § 46-18-403, MCA.

It mandates a defendant "against whom a judgment of imprisonment is rendered" receive credit for time in jail if the defendant is incarcerated on a bailable offense. A deferred sentence is not a sentence of imprisonment. *In re Gray* (1973), 163 Mont. 321, 322, 517 P.2d 351, 352 (1973).

We can analogize from *Gray* that a suspended sentence, likewise, is not a sentence of imprisonment. Defendants, therefore, are not entitled to credit for time served when the court imposes a deferred or suspended sentence.

However, almost every court in the state awards defendants credit on deferred and suspended sentences. Gallatin County is one of the few counties that validly awards credit without violating statutory mandates. It imposes a jail sanction equal to the amount of time the defendant has spent in pre-sentence incarceration, then gives the defendant credit for time served. This approach meets statutory guidelines, and does not incur the problems discussed below.

What does the Department of Corrections do if courts award credit on a deferred or suspended sentence?

First, the department honors the judgment and subtracts the credit from the term of sentence. This reduces the time the offender must spend on probation, reduces the time in which a prosecutor can petition to revoke the deferred or suspended sentence, and with a suspended sentence, reduces the amount of time the prosecutor can revoke.

If the court subsequently imposes a prison sentence, the department does not go back and include credit given previously to calculate the length of the prison sentence. If the court wants to give the offender previously granted credit on a deferred or suspended, it must include it in the judgment on revocation. If it is not in the judgment on revocation, the DOC does not calculate it. The department must implement the court's judgment, and that does not include making assumptions about what the court wants to award in the way of credit on revoked sentences. If the parties and the court want to include credit, it must state that in the judgment or the department does not give the credit.

Offenders are only entitled to credit for time served if, but for the inability to post bail on the charge, the offender would be out of jail. *State v. Kime*, 2002 MT 38, ¶ 16, *overruled in part on other grounds*, *State v. Eaton*, 2004 MT 283. A "defendant's sentence may be credited with the time he or she was incarcerated only if that incarceration was directly related to the offense for which the sentence is imposed." *Kime* at ¶ 16.

Consequently, if the offender is already serving a prison sentence and is in jail on another charge, the offender is not entitled to credit on the new charge because he or she is not eligible to post bail and get out of jail and the incarceration is not directly related to the new charge.

Finally, the same principle applies to revocations. Only if an offender is incarcerated because he or she is unable to post bail on the probation revocation is the offender eligible to receive credit for jail time if the court imposes a sentence of imprisonment on revocation.

Dental student recalls day at Nexus

EDITOR'S NOTE: The following is a letter written by Diedri, a dental hygiene student from Great Falls, following her recent on-day rotation at the Nexus meth treatment center in Lewistown. The letter, reprinted with permission, was edited for space.

"Don't tell them your last name. Don't tell them where you are from. Don't give them any information. Don't buy into their sob stories. Don't provide any favors for them."

These were the instructions given to us dental hygiene students in preparation for an externship rotation at Nexus methamphetamine treatment facility in Lewistown, MT. Needless to say, we were quite apprehensive. More so, we were questioning the sanity of our instructors when they volunteered us for this type of rotation that also included 220 miles on the road.

We were prepped for the worst, but what we got was the best – the best clients, the best dentist, the best staff, and the best experience. Not everything was superb. The lunch food was far from best, but the lunch experience itself made up for the cold fries and rubbery, so-called chicken nuggets.

The experience started with a man who was caring, humorous, experienced, and a natural educator.

We first met Dale Chamberlain, ODS, when he traveled to MSU-COT (Montana State University-College of Technology) in Great Falls with Nexus staff members to teach us about meth, the Nexus facility and to give an overview of its dental clinic.

Then he and his wife welcomed us into their home for the night so we college students didn't have to pay for a hotel room the night prior to our rotation. His demeanor and attitude the next day at the treatment facility remained constant. We witnessed the same kind, funny, skilled, enthusiastic man interacting with each family member (the term given residents at the center).

Dr. Chamberlain trusted us and allowed us to work independently, then checked our work and used that time and opportunity to educate us even further.

My classmate, Kristi, and I were the first ones in our class to undertake this rotation. She and I team-treated five family members during our rotation. The men we prematurely feared were nothing like we expected. They were excellent clients. They were respectful and polite. They were like baby birds with their mouths popping open whenever we got close, so eager to get their teeth cleaned and to help us in any way they could.

Not a single one complained. If we hit a sensitive spot with the sonic scaler, they might have winced, but then they'd reply, "That's all right," and pop that mouth back open again.

They were so grateful to have received a cleaning. Most of them hadn't had their teeth cleaned in years, if ever. They reported their teeth feeling so much better.

They were open and honest about their past drug abuse. They excitedly shared their future plans, which included how much time they had left in the facility, which prelease they chose as their next home, and what job or schooling they planned to secure. They complimented us on our skills.

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'We were prepared for the worst, but what we got was the best.'

'They gave us an experience that will last us a lifetime.'

'The true treat was working with the family members.'

DOC adjusts population projections

The Department of Corrections has reduced its offender population projections for the next 2½ years, to reflect a slower growth rate seen during the latter half of 2008.

The agency had projected a 4.6 percent annual growth in this and the next two fiscal years. The adjustments project a 1.7 percent growth by the end of June 2009 and then a 3.3 percent increase in each of the next two years.

"This is good news," Corrections Director Mike Ferriter says. "The offender population is growing slower than we had expected."

The changes mean that the department expects to end the current budget year with 13,081 offenders under its supervision. The earlier forecast was for 13,452 total offenders. The department projects 13,973 offenders by the middle of 2011, or 755 fewer than anticipated earlier.

The department's population management team attributes the unusually low growth this year to the initial effects from innovative correctional programs implemented in recent years.

Those include creation of an intensive treatment unit at Montana State Prison, transition to a therapeutic community Montana Women's Prison, creation of the START revocation and sanction center and two meth treatment centers, the addition of probation and parole officers, and offering mental health and chemical dependency counselors in probation and parole offices.

"We're proud of this development because it is a positive return on the investment in corrections made by the governor, Legislature and the taxpayers of Montana," Ferriter says.

However, he also advises caution in assuming that this effect will be as pronounced in future years.

He also says the department is as concerned about the new projections as the Legislature is about its revenue estimates in these uncertain economic times. He said the agency is uncertain what effect the sliding economy will have on crime rates and, therefore, the offender population under jurisdiction of corrections.

Ferriter says he's concerned that the lack of job opportunities in worsening economy will affect the ability of some offenders to find a job and that could result in them remaining longer in prerelease centers. That would create a bottleneck in the system, he says.

Updated population figures through March are expected to be available in mid-April.

Dental

FROM Page 26

The most memorable compliment, stated to Dr. Chamberlain, was "These ladies kick a--!"

And then there was lunch. We were given the choice to leave or stay for lunch. Being college students, of course a free lunch had more appeal, even though we were warned about the chicken nuggets.

Dr. Chamberlain accompanied us into the lunch room where 40 family members had already gathered. He then quickly moved out of sight. There was some commotion, everyone was standing, and we were being surrounded by men.

"This is not good. We are not safe," I was thinking as my body was preparing for fight or flight. A family member yelled at us, "Introduce yourself!"

We shakily replied, telling them our first name only, as instructed.

What happened next was astounding. Forty incarcerated former drug addicts belted out as loud and as proud as they could "You Are My Sunshine" to Kristi and me.

Any residual fears we had were blown out of the room, carried away by the tune. Dr. Chamberlain, always the edu-

cator, smartly directed Kristi and I to a table away from him and then even separated us from sitting next to one another. We were forced to have conversations with the family members, rather than gathering at our own table, afraid to interact.

These gentlemen were just like our clients -- open, honest, interested, supportive of one another, and ready to take on the world drug-free. We received bonus performances of "The Pirate Song" and "I'm a Little Teapot" complete with choreography from a select group of family members.

We suggested to Dr. Chamberlain that he make it mandatory for our classmates to eat lunch at the facility, and promised we would not disclose the special welcoming.

We didn't do very well following the strict advice we were given in the beginning. We did tell them where we were from because we were politely asked in a respectful conversation. We did give them information, but it was on how to better care for their mouths, and it was well received.

We did do them a favor. We gave them cleaner teeth than they've had in years, and just in time for them to start their new life.

Truth be told, they did us an even bigger favor. They gave us an experience that will last us a lifetime. And I can't wait to go back for another rotation next semester.

Health and Wellness



by April Grady

Stress Less

Don't let stress sabotage your health. If you feel tired or overwhelmed at the end of the day, remember that a walk will make you feel better and give you more energy for the rest of the evening. Instead of napping or snacking, put on your walking shoes and go out for a brisk, relaxing walk. This will speed up your metabolism, help decrease your blood pressure, elevate your mood, and encourage a good night's rest. (America on the move)

Quarterly Quote: ["In times of great stress or adversity, it's always best to keep busy, to plow your anger and your energy into something positive."](#) Lee Iacocca

Eco-Tip: *Forty-one pounds...* that's the staggering weight of the 560 or so pieces of junk mail each adult American receives per year. Almost half of it remains completely unopened and unread before heading straight to the landfill. Each year, more than 100 million trees and 28 billion gallons of water are wasted in the production of junk mail.

[Eco Cycle](#) and [StopJunkMail.org](#) have compiled the key steps to ending the junk mail trail yourself. They give you all the details on who to call, what online forms to fill out, and who to give the "Return to Sender" treatment.

The Perfect 20-Minute Workout Plan

Sean Kelleher, Edge Performance Gym, NYC

Minutes	The Workout
0:00-2:00	March in place (or from locker room to weight bench).
2:00-4:00	Squat (butt, legs): Hold a dumbbell in each hand, arms by sides, and squat. Do 20 reps. Rest for 30 seconds.
4:00-6:00	Full or modified push-up (arms, chest, core): Do 25 reps.
6:00-8:00	Alternating lunge (butt, legs): Hold dumbbells, arms by sides, and lunge, alternating legs each time. Do 20 reps on each side.
8:00-9:00	Jog in place.
9:00-10:00	Deadlift (back, butt, hamstrings): Hold dumbbells with palms facing thighs, knees slightly bent and back straight. Bend forward from hips. Stand up, pushing through hips. Do 20 reps.
10:00-11:00	Dumbbell press (shoulders): Stand with feet shoulder-width apart, knees slightly bent, back straight, dumbbells at shoulders, palms forward. Push arms overhead; lower. Do 15 reps.
11:00-13:00	Jumping jacks
13:00-14:00	Bent-over row (shoulders, back): Hold dumbbells, palms facing in. Bend knees slightly and hinge forward

from hips, back straight. Pull elbows up to ribs, keeping arms close to sides; lower. Do 20 reps.

14:00-15:00 Basic crunch (abs): Do 25 reps.

15:00-17:00 Biceps curl (arms): Rest for 30 seconds, then do 20 curls.

17:00-19:00 One-arm triceps extension (arms): Extend right arm above head, holding dumbbell. Slowly lower weight behind head, supporting right elbow with left hand. Do 25 reps on each side.

19:00-20:00 Full or modified push-up (arms, chest, core): Do 15 reps.

Sleep-Friendly Recipes from Quality Health.com

A good night's sleep is the ultimate stress reliever. If you're struggling to get a good night's sleep try these recipes. Certain foods, such as whole grains, dark leafy greens, and mushrooms, have mild sedative effects.

Spinach Stuffed Chicken Breasts

Servings: 4 Preparation time: 10 min Cooking time: 35 min

Ingredients:

- 6 tsp parsley, minced
- 2 tsp unsalted butter, softened
- 1 tsp lemon zest
- 1 cups frozen chopped spinach, thawed
- 4 boneless skinless chicken breast half, about 4 oz each
- 4 sun dried tomato, packed in oil or dried
- 4 toothpicks
- 1/2 cups seasoned breadcrumbs

Cooking Directions:

If using dried tomatoes, cover with boiling water in a bowl. Let stand 5 minutes and drain. Finely chop tomatoes. Press excess liquid from spinach and combine with tomatoes and remaining ingredients, except chicken and breadcrumbs. Set aside. Preheat oven to 350°. Place chicken breasts between two sheets of wax paper and pound lightly with a mallet or other heavy flat object to flatten slightly. Divide spinach mixture into equal portions and spread over each chicken breast. Roll up chicken breasts and secure with toothpicks. Roll in breadcrumbs. Arrange chicken in a shallow pan and bake 35-40 minutes, or until chicken is opaque throughout. Remove toothpicks before serving.



Labrador retrievers relax at Crossroads Correctional Center.

Crossroads expands canine training program

By Kim Skornogoski
Great Falls Tribune
www.greatfallstribune.com

If anyone wants to help break out the latest batch of inmates at Shelby's private prison, they'll have to smuggle the hacksaw in bacon or a rawhide bone.

Crossroads Correctional Center recently expanded its puppy training program, where inmates teach yellow Labrador retrievers how to be service dogs.

The prison began training dogs three years ago and so far two dogs have graduated and been placed with handicapped individuals. Five more await advanced training by Canine Companions for Independence before they too will have new homes.

Right now, 16 inmates are training eight dogs in basic commands following the strict guidelines set by Canine Companions for Independence. A second housing unit is now being included, opening the doggy door for more pups.

Training is a full-time job, which inmates are well suited for — given they have a lot of time on their hands.

Because the inmates can't take the dogs into the real world, case manager Kelley VanTine and other staff members volunteer to help the dogs adjust to things like cars and other commotion.

"The goal is to create a well-adjusted, confident dog that is able to deal with varying situations without becoming distracted," VanTine said. "Here in Montana, staff members do the best we can in introducing these dogs to different situations, but Montana is definitely different from California. Where in Montana can we simulate big-city traffic?"

Program supervisor Mark Bartosh said the dogs have transformed the prison atmosphere and increase morale of both the inmates and the staff. Inmates appreciate having the opportunity to make a positive contribution to society.

"Who knows? Some day we may have dogs throughout the entire facility," Bartosh said.

EDITOR'S NOTE: This article was published in the March 10 edition of the Great Falls Tribune. Reprinted with permission.

Wellness

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Per Serving: Calories 293, Fat 5.1 g, Calories from Fat 15.7 %, Protein 45.9 g, Cholesterol 111 mg, Dietary fiber 2.6 g

Caesar Salad Sandwiches

Servings: 6 Preparation time: 15 min Cooking time: 10 min

Ingredients:

- 2 tsp olive oil
- 1-1/2 Lbs. chicken breast, cut into 3 inches long strips
- 1/3 cups grated Parmesan cheese
- 1/2 cups fat-free Caesar salad dressing
- 3 cups Romaine lettuce, torn
- 6 medium hard rolls, preferably whole grain

Cooking Directions:

Set the oven on broil. Cut each roll in half and scoop out the dough to form a pocket in one side of the bread. Combine the lettuce, dressing and cheese in a bowl. Place the chicken strips on a broiler pan and brush with the olive oil. Broil the strips of chicken for a total of about 7 minutes, turning once. Add the chicken to the salad and pile the mixture into the bread pocket. Top with the other half of bread and serve.

Per Serving: Calories 335, Fat 6 g, Calories from Fat 16.2 %, Protein 34 g, Cholesterol 69 mg, Dietary fiber 1.8 g

Check out these helpful Health and Eco-Friendly Websites:

Quality Health.com-healthy recipes, check a medication, professional health advice (symptom checker)

Nubella.com-diet and weight, exercise and fitness, sleep advice, men's and women's health

Fitnessmagazine.com-diet and exercise plans, express workouts, recipes, motivation

Thegreenguide.com-owned by National Geographic, food, personal care, kids, health and safety, tips

The Training Times



Investment in Excellence

Training aimed at reaching offenders

By Rae Forseth
Professional Programs Manager

"The Search for Quality Excellence starts with visionary leadership and employee engagement. It isn't the business that is in business - it's the people."

Within the past year, we have offered the Investment in Excellence course six times. So we are pretty confident that most everyone within the Department of Corrections knows about it or has attended this class.

We are empowering our workforce. We have taught the concept, used this concept and now want to take it to a new level. Our goal is to impact more than just the employees, to reach our communities as well. How? By bringing this class to the offenders and others.

The Pacific Institute, which offers the Investment in Excellence program, understands the merit in extending this training beyond corrections employees. The institute's Web site states:

"Across the United States, recidivism figures ranging from 50

TRAINING, Page 32



Thirteen DOC employees underwent training for extending the Investment in Excellence program to offenders. (Photo by Lisa Hunter)

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New grant funds leadership training

By Curt Swenson

Staff Development and Training Bureau Chief

Thanks to a technical assistance grant from the U.S. Department of Justice's National Institute of Corrections (NIC), the Montana Department of Corrections will be able to offer its employees two excellent leadership training programs.

The director's office, with the assistance of the Staff Development and Training Bureau, applied for the federal grant through NIC in January 2009 and learned in February of their successful application. As a result of the grant, NIC will bring two leadership and management programs to MDOC staff during the next 18 months.

"Correctional Leadership Development" (CLD) is designed for senior-level leaders and incorporates current research-based leadership competencies for correctional professionals with the world-renowned leadership challenge model developed by James Kouzes and Barry Posner.

This program offers leaders an opportunity to receive feedback through a comprehensive tool, as well as insight from other instruments, such as the Myers-Briggs type indicator, the profile of organizational influence strategies, and the multi-factor leadership questionnaire for teams. They

also can assess psychological types, power bases and team strategies used by course participants.

Through the use of instrumentation, participant dialogue, systems thinking, and experiential activities, participants identify their leadership strengths and create a personal leadership development plan.

The "Management Development for the Future" (MDF) program series is designed to establish a collaborative partnership within a correctional organization to enhance organizational capacity through the development of a cadre of future leaders and managers. This advances the organization's mission, vision and values.

This agency-exclusive management development series is conducted over 12 months and is provided to participants within selected agencies. The learning strategies used in the program include three 24-hour classroom sessions, independent online courses, online instructor-led sessions, online 360-degree feedback leadership assessments, reading, participation in online community forums and discussions, and the development of personal leadership development plans.

Participants will prepare a dynamic leadership plan and undertake action-based learning projects focused on the rel-

LEADERSHIP, Page 33

Training Schedule

MARCH

14	Women In Corrections	MSP
16-19	Effective Communication	MWP
18	Spontaneous Knife Defense	DOCTC
23	Stress Management	Helena
TBA	Stress Management	Billings
23-25	Investments in Excellence – I	DOCTC
31	True Colors	DOCTC

APRIL

2	True Colors	Helena
6-9	Basic Instructor Development	Las Vegas
15	Avoiding Offender Manipulation	DOCTC
16	Defensive Tactics	DOCTC
20-23	Effective Communication	Missoula
28-29	Investments in Excellence – II	DOCTC
15-17	Investments in Excellence – I	Helena
23	Multi-Generational Workforce	DOCTC

MAY

1	Career Survival Tactics	DOCTC
12-14	CP&R Facilitator	GFPRC
14	Report Writing	DOCTC
18-19	Investments in Excellence – II	Helena
23	Defensive Tactics	DOCTC

JUNE

3	GAGE	DOCTC
8-11	Effective Communication	DOCTC
9-10	Multi-Generational Workforce	MWP
9-10	Interpersonal Communication	MWP
15	True Colors	DOCTC
16	Spontaneous Knife Defense	DOCTC
18	Stress Management	MSP
24	Defensive Tactics	DOCTC
29	Mechanics of CP&R	MSP
30	Mechanics of CP&R	MSP

Training

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to 80 percent ... institutional overcrowding presents a dangerous situation for correctional staff ... the costs of keeping an inmate incarcerated are skyrocketing ... inmates need to know how to change destructive behaviors. The Pacific Institute has provided individuals and organizations with an understanding of cognitive psychology that allows people to take accountability for developing behaviors consistent with their goals."

A recent class for facilitators was held at the Department of Corrections Training Center in Deer Lodge. This course started the process of bringing the training to offenders and assessed the challenges. Greg Turk and Gary Mann, both from TPI, spent a week here to ensure that we had all we needed to make this program a success.

Those attending the training applauded the program.

Terry Guthrie, case manager, Montana State Prison:

"I am excited to be a part of the team that has been selected to present this positive training to the offender population. It will be an adjustment for staff and offenders alike to find the time to present the training in the best way to benefit all involved, but we have a great team and the wonderful support from upper management that will enable everyone to succeed."

Gail Boese, administrative assistant, Montana Correctional Enterprises:

"I was skeptical at first, not in the program, but in my own abilities. Being chosen as a facilitator really put me out of my comfort zone. I wasn't sure I could or wanted to do this. But then I saw the excitement in other people and the change in them and it was something I wanted too. It isn't about what other people think or do, it is all about you. It has changed my life and I have seen and heard examples of how it has changed others. That is why I am really excited to be able to present the Steps to Economic and Personal Success to the inmates who volunteer for this program. Inmates are our next workforce and I truly believe that this program, if they put all their effort into it, will change their lives. We have a positive, experienced group of facilitators who truly care about the success of the inmates and are willing to give their time and talents to help them become a better person. I am excited to see the changes coming to the Department of Corrections."

Sgt. Nancy Sharkey, Work and Re-entry Center, Montana State Prison:

"I think it was excellent. It gave me the motivation to get the classes started. I was greatly impressed with the attitudes of the whole group. I am sure it will make a difference in both staff and inmates. I am very interested to see where we are with this in five years. At the WRC, we are



Bill Barker, community corrections training specialist, provides first aid training to Jody Rismon from the Shelby probation and parole office at the Cascade County Detention Facility. The February training was the first in a months-long series of first aid courses being offered to probation and parole staff. (Photo by Lisa Hunter)

starting our first class March 5, and several people from the group are going to help facilitate it."

Tricynda Russell, correctional officer, Montana Women's Prison:

"The facilitators that were brought in from California to lead the class brought wonderful experience and enthusiasm in working with felons and empowering them to realize their true potential. I also am thrilled to train with others around the state from different facilities to help grasp a larger perspective of the big picture. Montana DOC truly has some talented staff dedicated to making a difference."

Bob Paul, associate warden for security and operations, Montana Women's Prison:

"I am convinced that a positive mental attitude goes a long way toward resolving the ethical dilemmas we had to wrestle with in the department. With the training I have now, I plan on tying affirmations and sound ethics together, and present that to my staff. The training itself was fulfilling and renewed a sense of purpose and urgency for me."

Comings

These lists of new and departing employees are for the period from Jan. 3, 2009, through Feb. 27, 2009. If you notice errors or omissions, please call the *Signpost* editor at (406) 444-0409, or banez@mt.gov.

Central Office

Karen Mann

Montana State Prison

Marcus Anderson
Darrell Brown
Cathleen Clark
Charles Clawson
Patrick Dillon
Rebecca Gallagher

Sherri Grantham
Zane Harmon
Brian Henderson
Sheila Hastings
Jodi Kilgore
Richard Leaver
Randall McIntyre
Thomas McMahon
Catherine McMullen
Susan Menicucci-Schimming
John Moore
Jake Mosier
Gabriel Norton
Amber O'Neill
Kerrie Ross
Ricardo Valenzuela
David White

Robert Williamson
Larry Zachary

Montana Women's Prison

Leah Bomgardner
Scott Fleming
Joe Jones
Therelsa Kauffmann

Probation & Parole

Jennie Hansen, Billings

Pine Hills

Stephanie Kuchynka

Treasure State

Brandon Miller

Goings

Derek Browning
Melanie Coverdale
Melissa Doris
Joseph Glasco

Robert Hougen
Deloris Littlefield
Brandon Miller
Daryl Miller

Forrest Olsen
Kullin Orcutt
Pamela Pennell
Jason Rippenburg

Richard Smith
Greg Tiner
Charles Werk
Greg Zieske

Leadership

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evant issues in their agencies with the intention of applying skills and strategies learned in the program to build organizational capacity and manage organizational change.

"My goal is to develop more effective leadership within the department," Director Ferriter stated in the application to NIC. "By providing this training to our staff, we hope to develop more effective leaders by increasing competencies in leadership As with many other organizations today, we struggle with succession planning and retention, especially with limited resources and a declining economy.

"More effective leadership will hopefully lead to increased job satisfaction, increased retention, better role modeling and assist with developing leadership for the future," he wrote. "Ultimately, accomplishing these goals will better equip the department to meet its mission."

By bringing these courses to Montana, the department is able to offer these curricula to a large number of staff within a relatively short period of time. Historically, the department has sent one or two leaders to this NIC training per year. With this grant, we are able to accomplish in 18 months what would normally take more than 10 years.

The leadership courses will kick off during the Montana Correctional Association's annual conference Aug. 18-20

at Fairmont Hot Springs resort, where the first phase of CLD will be offered.

Phase II of CLD will be Nov. 3-5, and the MDF program will begin in the fall of 2009. Please watch for announcements on these and other leadership courses from the department's training staff.

The goal of the Staff Development and Training Bureau is to provide staff with a full cadre of training, including management and leadership courses. These courses will compliment the current offerings of "Staff Supervision," which is offered through the Human Resources Bureau, and "The Mindful Supervisor," which is offered by DOC and NIC's regional field coordinators. These courses will be offered May 4-8.

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